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## **The ecological awareness of employees in strategic management of banking institutions**

Summary:

The ecological awareness of employees in strategic management of institutions in the banking sector is the subject of this research. Green banking issues and the use of environmental responsibility in managing banks and their employees are considered as some of the most important issues concerning their management. Therefore, research was undertaken to investigate this issue.

The main objective of this work was to acquire knowledge about whether companies in the banking sector are actively promoting ecological awareness among their employees in the context of strategic human resource management, and if so, whether they are implementing it in their management practices.

This goal was achieved through theoretical and empirical research, which led to the hypothesis that the ecological knowledge of managers and employees in the banking sector in Poland is superficial, and its source is school textbooks and in-house training related to the introduction of social responsibility or sustainable development principles in the bank. There is a lack of ecological awareness that enables fully responsible decision-making and implementation of strategic decisions.

The theoretical part of the dissertation was based on a literature review, and the methodological assumptions for the empirical study were developed. The research included an analysis of the development strategies of selected banks, with particular emphasis on their sustainable development (or social responsibility) strategies, their "green" product offerings for individual and institutional clients, and a diagnostic survey conducted using two techniques: interviews with managers and a survey among employees.

Based on the data and information obtained in this way, the empirical part of the work was prepared. The analysis of the research results showed that the involvement of lower-level managers and employees in implementing green Solutions resulting from the strategies of banks is primarily driven by image and market needs. It is not the result of conscious and responsible actions for the benefit of the environment as the overriding goal.

The analysis of the research results allowed for the positive verification of the main and partial hypotheses and the achievement of the research and work objective.